National Park Service



Service Contract Act

Concessions Management Advisory Board October 24-25, 2006





Service Contract Act



What is it?



Why is it important to us?



• What is being done?











The SCA in a Nutshell

• An act that requires Federal contractors to pay service employees no less than the wage rates and fringe benefits found prevailing in the locality or, where existing, the rates contained in a predecessor contractor's collective bargaining agreement.

For greater detail, Google "Service Contract Act FAQs"











Historical Underpinnings

 The Service Contract Act (SCA) provides exemptions for concessions contracts "principally for the furnishing of food, lodging, automobile fuel, souvenirs, newspaper stands, and recreational equipments to the general public"











Getting Into National Park Concessions

- Transportation workers brought forth cases to DOL requesting application of the SCA
 - At Denali in 2002
 - At Alcatraz in 2005
- DOL issued administrative determinations stating that the SCA applies to the concession contracts
 - At Denali in June 2006
 - At Alcatraz in September 2006







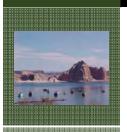




SCA Implementation Impacts

- For those contracts principally for non-exempted services:
 - Wage determinations will be made on a contract by contract basis
 - Prevailing wages, benefits, and overtime paid regardless of seasonality or part time employment status

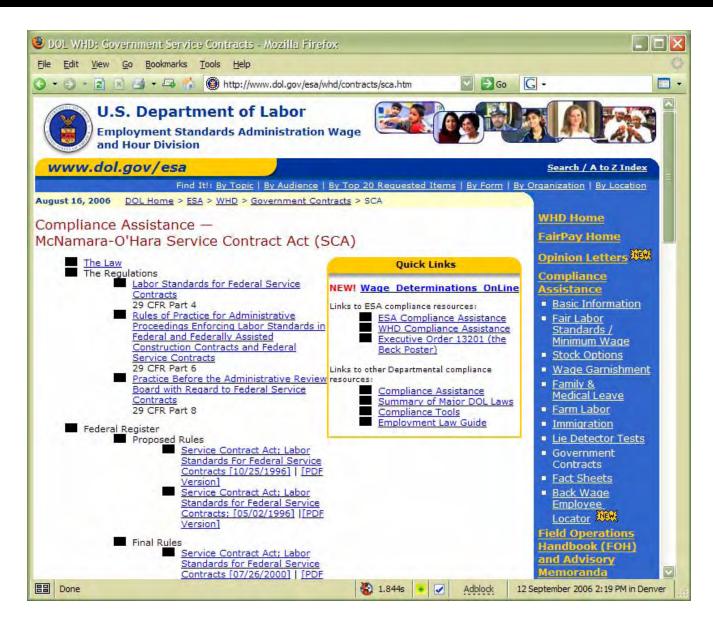




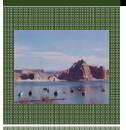








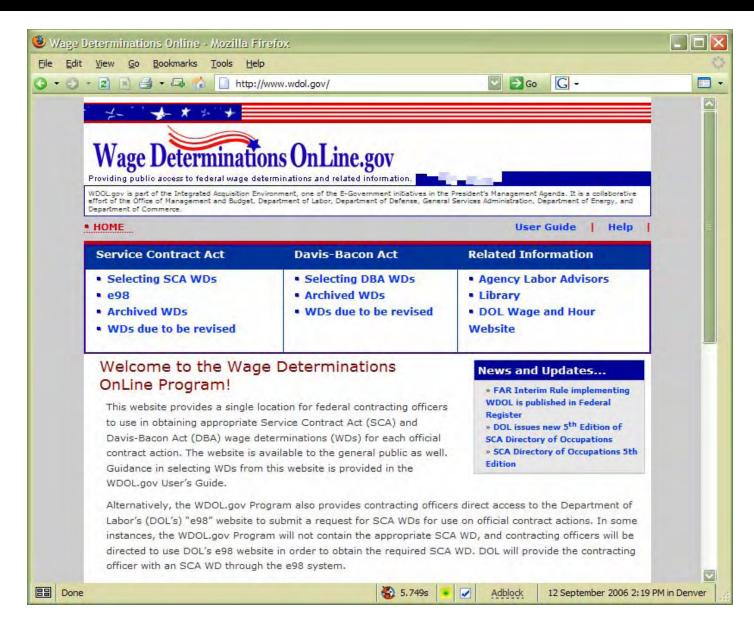












National Park Service



Service Contract Act

Concessions Management Advisory Board October 24-25, 2006